

Glad To Be Here

QUICK START GUIDE

OVERVIEW

The Glad To Be Here® Debrief is designed to enhance team performance through a structured reflection of actions and outcomes. This guide introduces you to a simplified version of the debrief process used by high-performing teams like the Blue Angels.

CHECK IN

1. **Feeling Statement** - Start with how you feel about the session or event.
2. **Safety and 'I'll Fix It'** - Acknowledge any mishaps and commit to personal improvements.
3. **Acknowledgements** - Recognize the contributions and successes of team members.
4. **Glad To Be Here** - Conclude with a positive note on what this opportunity means to you.

PROCESS

- **Preparation:** Gather as a team in a comfortable setting free from interruptions.
- **Execution:** Follow the steps in sequence, allowing each member to contribute without interruption.
- **Conclusion:** Reflect on the key takeaways and set actionable steps for future improvements.

5 DYNAMICS CHECKLIST

- **Safe Environment: Respect**
 - Create a psychologically safe environment so that people are comfortable being completely open.
- **Check Your Ego: Humility**
 - You can't be critical of others until you're critical of yourself. Check your ego at the door, and earn the right to critique others, allowing peers to hold you accountable for your actions.
- **Lay It On The Table: Honesty**
 - Be completely open and honest with your team and allow them the space to do the same so no one is withholding valuable feedback.
- **Own It And Fix It: Accountability**
 - Everyone on the team must take personal responsibility and assume an ownership mentality. We all own the outcome. If you made a mistake, own it and correct it going forward.
- **Glad To Be Here: Gratitude**
 - Gratitude is the superpower that elevates all the other elements. By being thankful for the opportunity to make a difference in people's lives and do what you're doing, you develop a greater passion for what you're doing.

